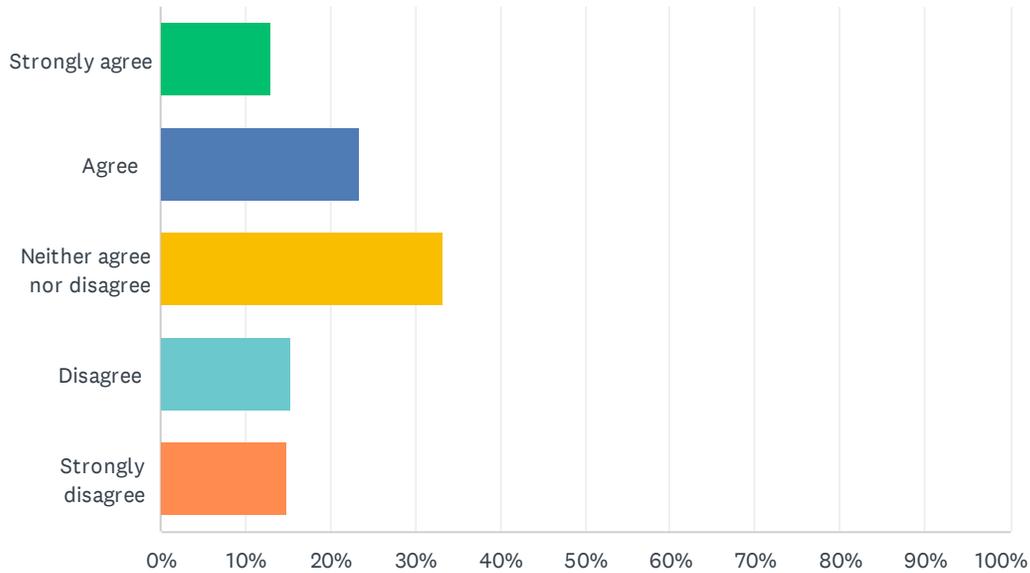


Q1 Do you think that your agency should be doing more to be diverse, inclusive and equitable?

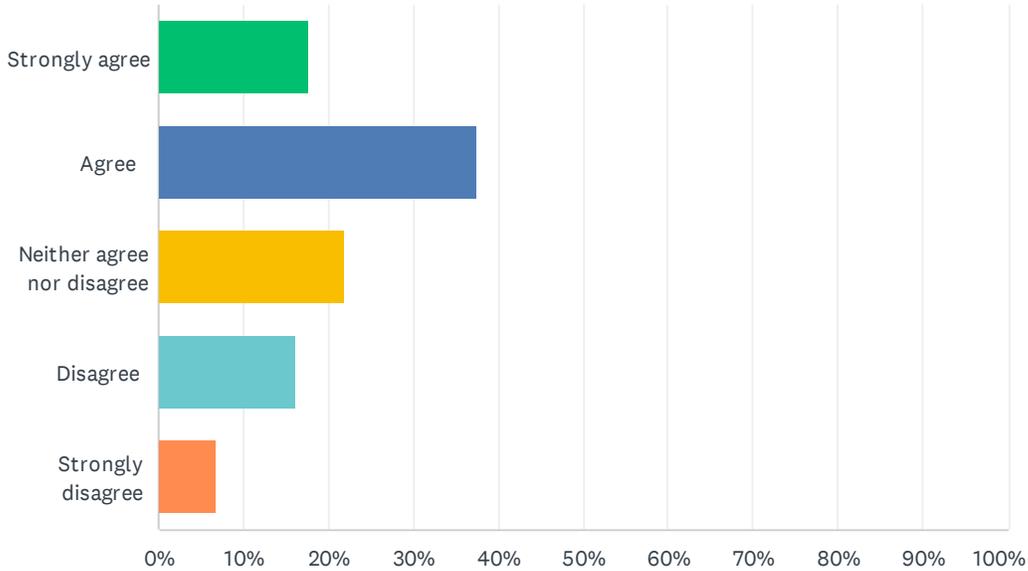
Answered: 632 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly agree	12.97%	82
Agree	23.42%	148
Neither agree nor disagree	33.23%	210
Disagree	15.35%	97
Strongly disagree	15.03%	95
TOTAL		632

Q2 The Washington State Patrol fosters a workplace that allows the employees to be authentically themselves.

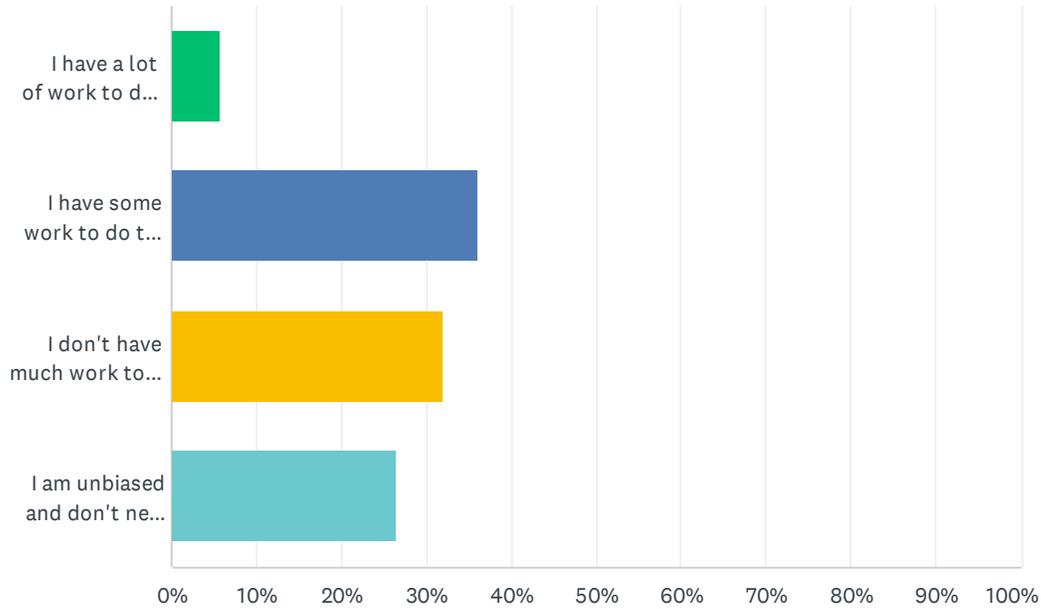
Answered: 633 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	17.69%	112
Agree	37.44%	237
Neither agree nor disagree	21.96%	139
Disagree	16.11%	102
Strongly disagree	6.79%	43
TOTAL		633

Q3 Which statement applies the most to you?

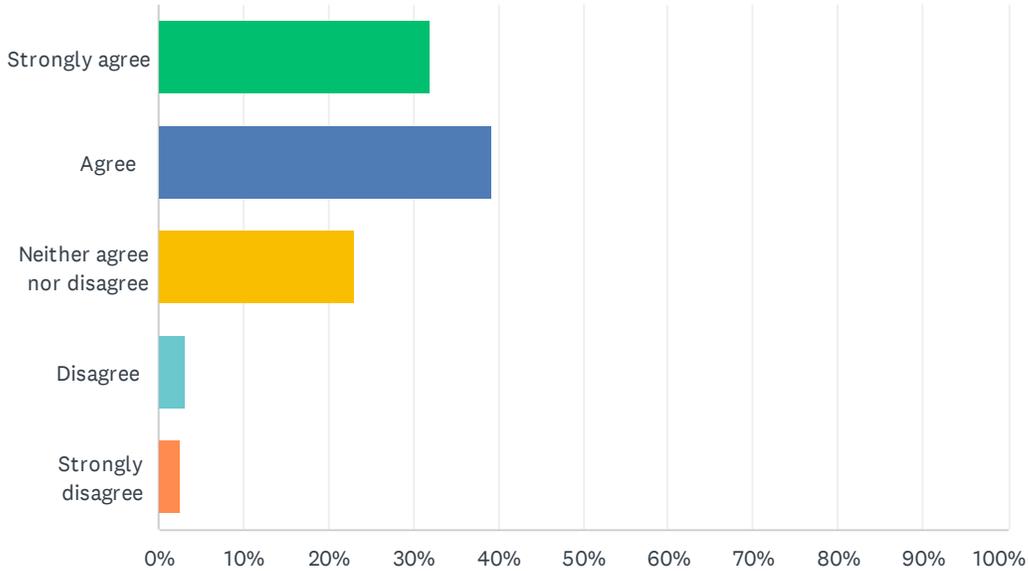
Answered: 626 Skipped: 9



ANSWER CHOICES	RESPONSES	
I have a lot of work to do to eliminate biases	5.75%	36
I have some work to do to eliminate biases.	35.94%	225
I don't have much work to do to eliminate biases.	31.95%	200
I am unbiased and don't need further training.	26.36%	165
TOTAL		626

Q4 My supervisor is committed to and supports diversity, equity and inclusion.

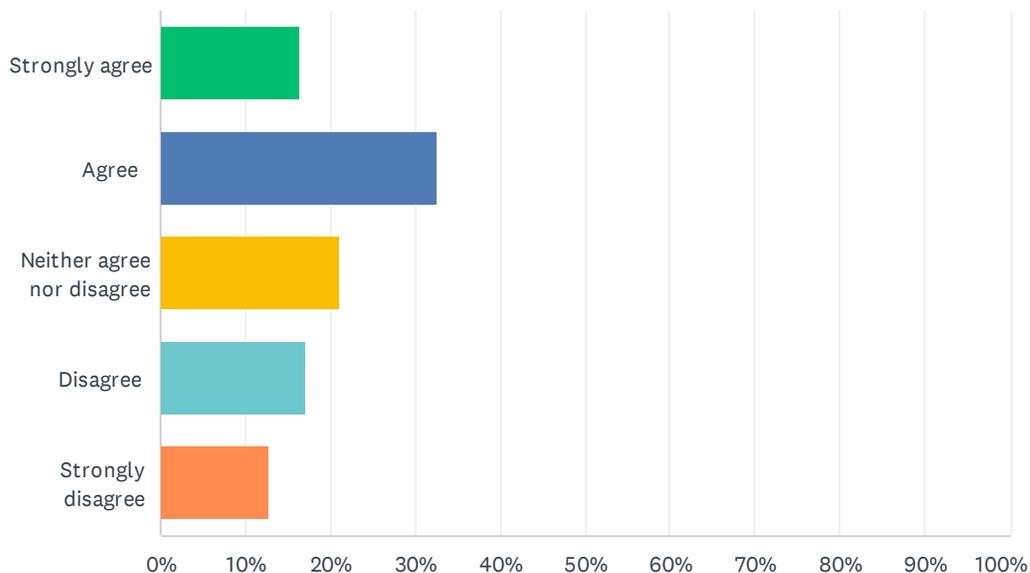
Answered: 632 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly agree	31.96%	202
Agree	39.24%	248
Neither agree nor disagree	23.10%	146
Disagree	3.16%	20
Strongly disagree	2.53%	16
TOTAL		632

Q5 The agency provides an environment for the free and open expression of ideas, opinions and beliefs.

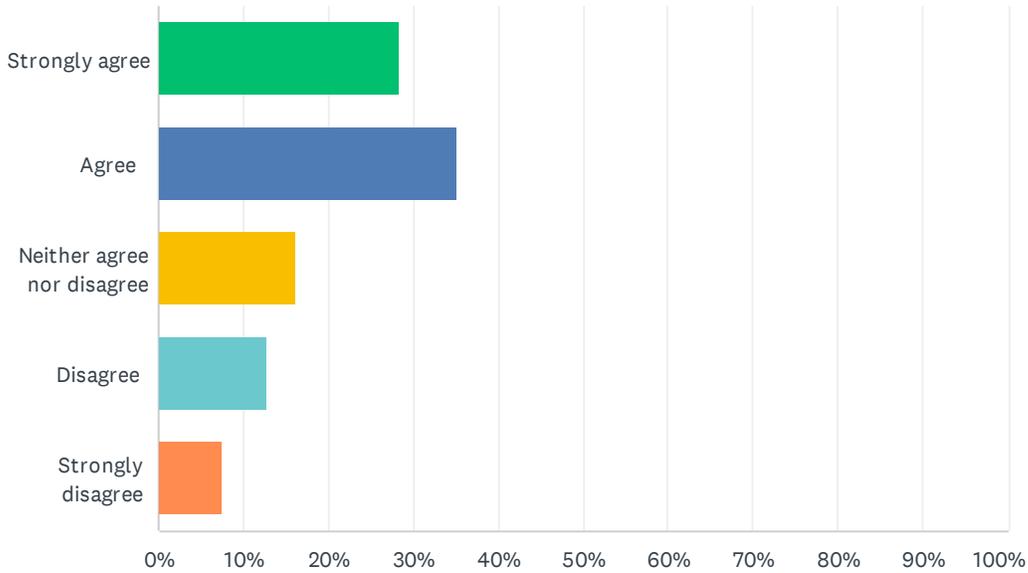
Answered: 632 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly agree	16.46%	104
Agree	32.59%	206
Neither agree nor disagree	21.04%	133
Disagree	17.09%	108
Strongly disagree	12.82%	81
TOTAL		632

Q6 Employees of all genders are valued equally by the agency.

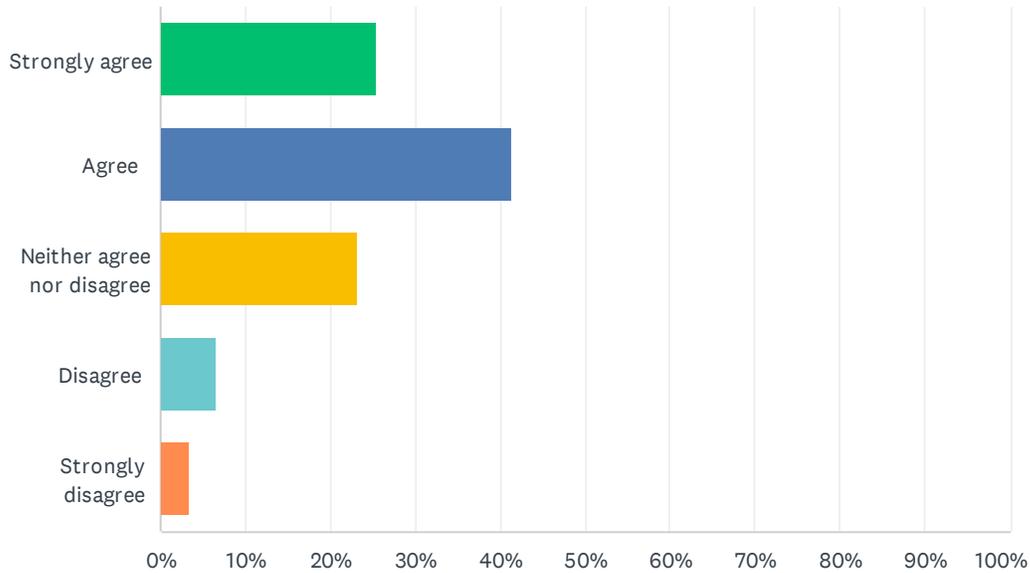
Answered: 633 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	28.28%	179
Agree	35.23%	223
Neither agree nor disagree	16.27%	103
Disagree	12.80%	81
Strongly disagree	7.42%	47
TOTAL		633

Q7 Getting to know people with backgrounds different from my own has been easy at this agency.

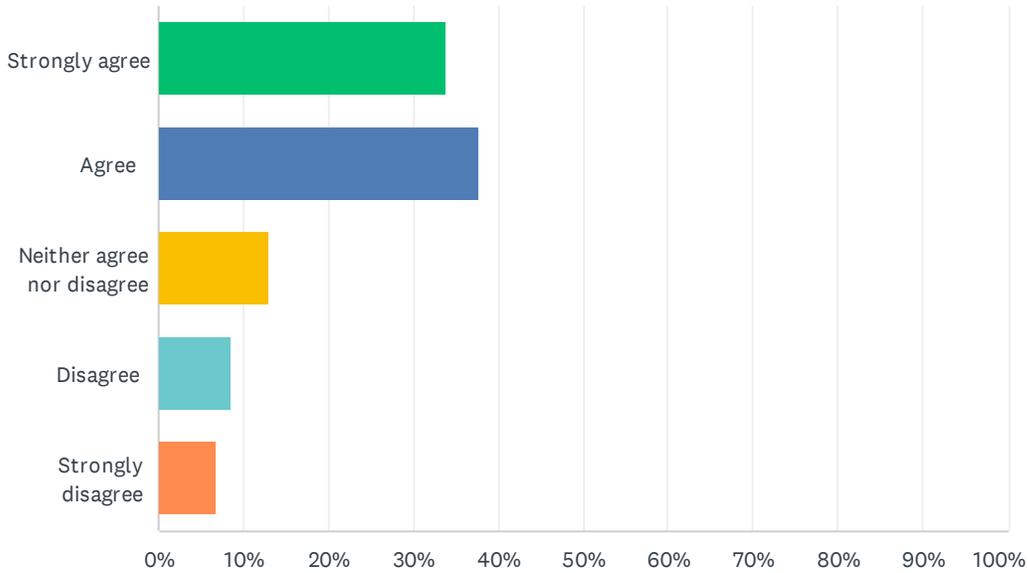
Answered: 631 Skipped: 4



ANSWER CHOICES	RESPONSES	
Strongly agree	25.36%	160
Agree	41.36%	261
Neither agree nor disagree	23.30%	147
Disagree	6.66%	42
Strongly disagree	3.33%	21
TOTAL		631

Q8 I feel appreciated in my work unit.

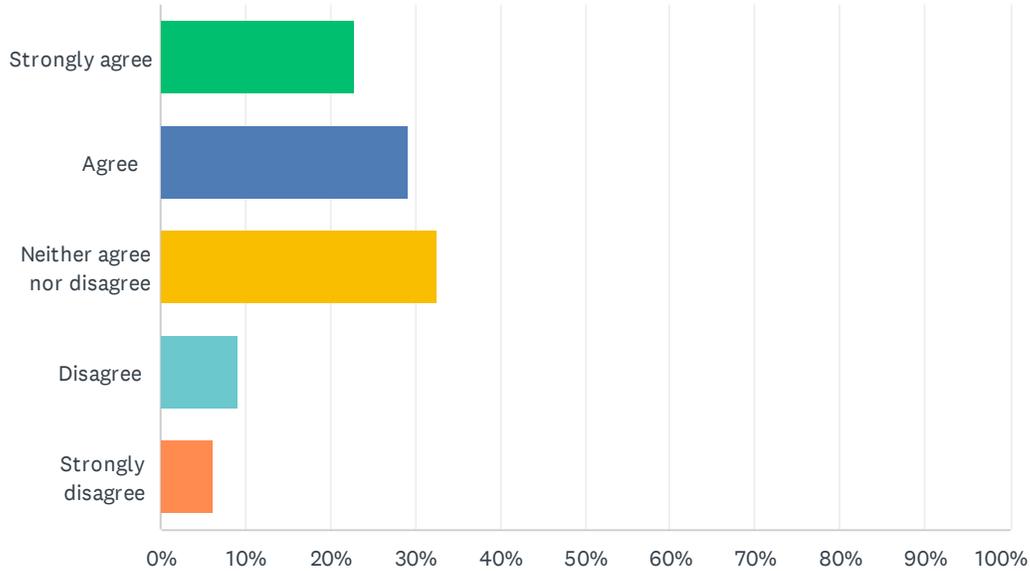
Answered: 633 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	33.81%	214
Agree	37.76%	239
Neither agree nor disagree	13.11%	83
Disagree	8.53%	54
Strongly disagree	6.79%	43
TOTAL		633

Q9 Employees of different backgrounds are treated fairly in the internal promotion process.

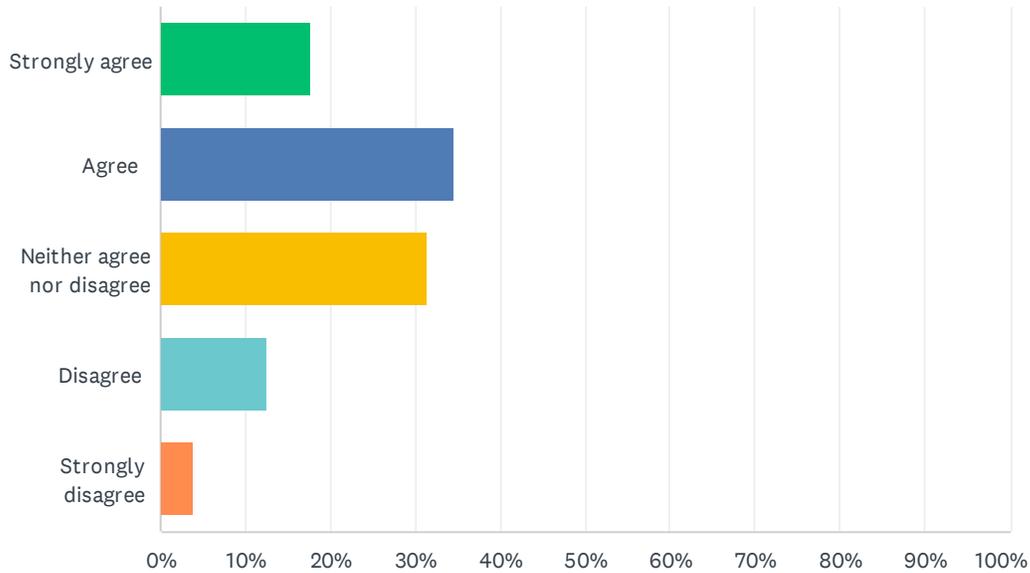
Answered: 630 Skipped: 5



ANSWER CHOICES	RESPONSES	
Strongly agree	22.86%	144
Agree	29.21%	184
Neither agree nor disagree	32.54%	205
Disagree	9.21%	58
Strongly disagree	6.19%	39
TOTAL		630

Q10 There is diversity among the people that a job candidate will meet/see on their first visit to the agency.

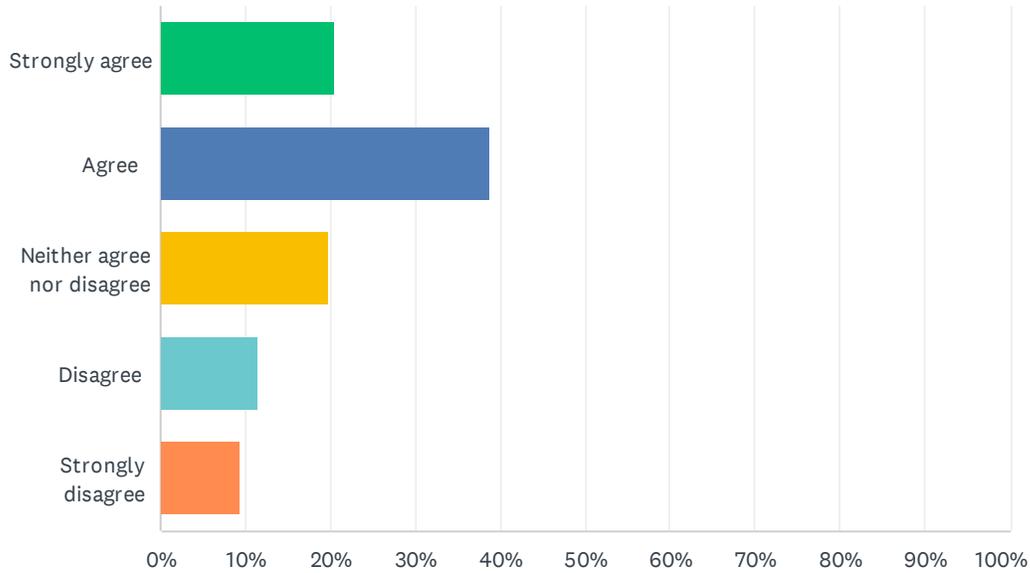
Answered: 630 Skipped: 5



ANSWER CHOICES	RESPONSES	
Strongly agree	17.78%	112
Agree	34.60%	218
Neither agree nor disagree	31.27%	197
Disagree	12.54%	79
Strongly disagree	3.81%	24
TOTAL		630

Q11 I would recommend WSP as a great place to work.

Answered: 632 Skipped: 3



ANSWER CHOICES	RESPONSES	
Strongly agree	20.57%	130
Agree	38.77%	245
Neither agree nor disagree	19.78%	125
Disagree	11.55%	73
Strongly disagree	9.34%	59
TOTAL		632

Q12 What suggestions do you have to strengthen the diversity, equity and inclusion efforts at WSP?

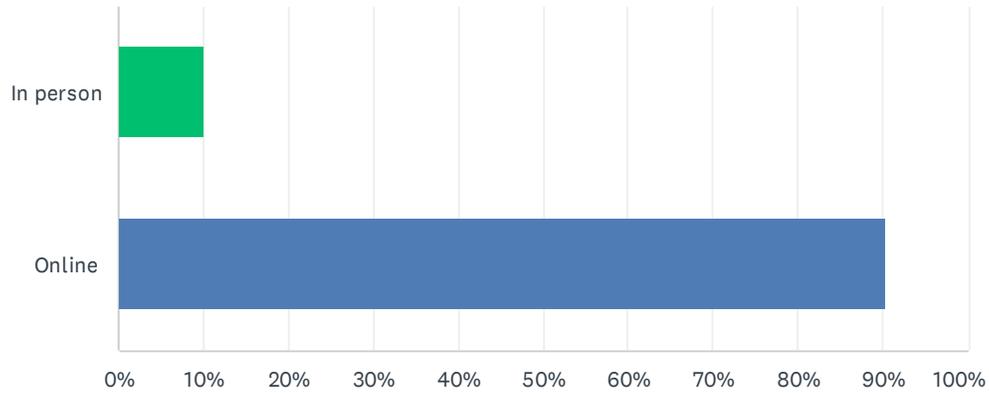
Answered: 367 Skipped: 268

Q13 What feedback do you have about the Diversity, Equity and Inclusion Training- How To Outsmart Your Unconscious Bias?

Answered: 349 Skipped: 286

Q14 How did you attend the DEI Training, "How To Outsmart Your Own Unconscious Bias"?

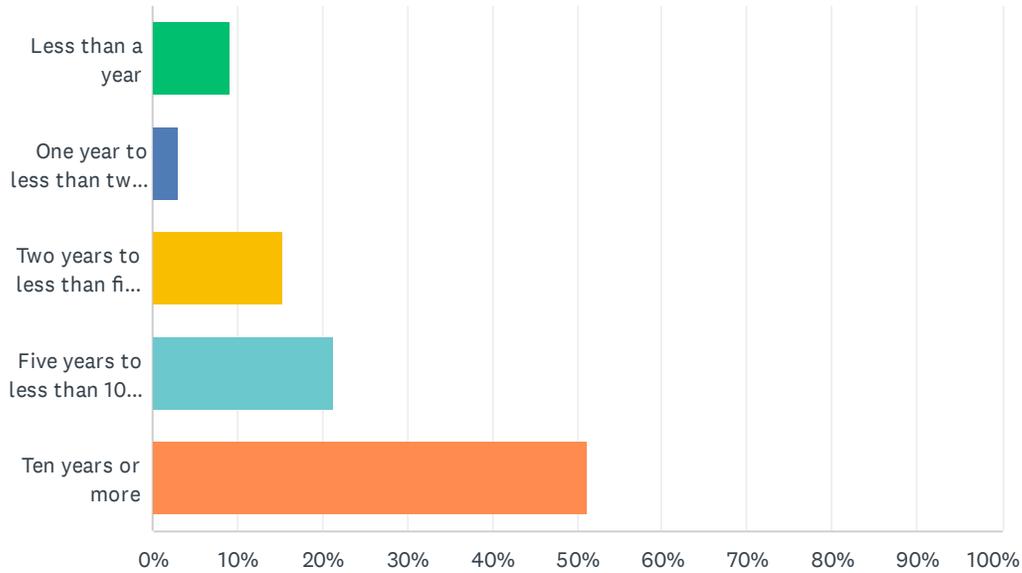
Answered: 604 Skipped: 31



ANSWER CHOICES	RESPONSES	
In person	9.93%	60
Online	90.40%	546
Total Respondents: 604		

Q15 How long have you worked for WSP?

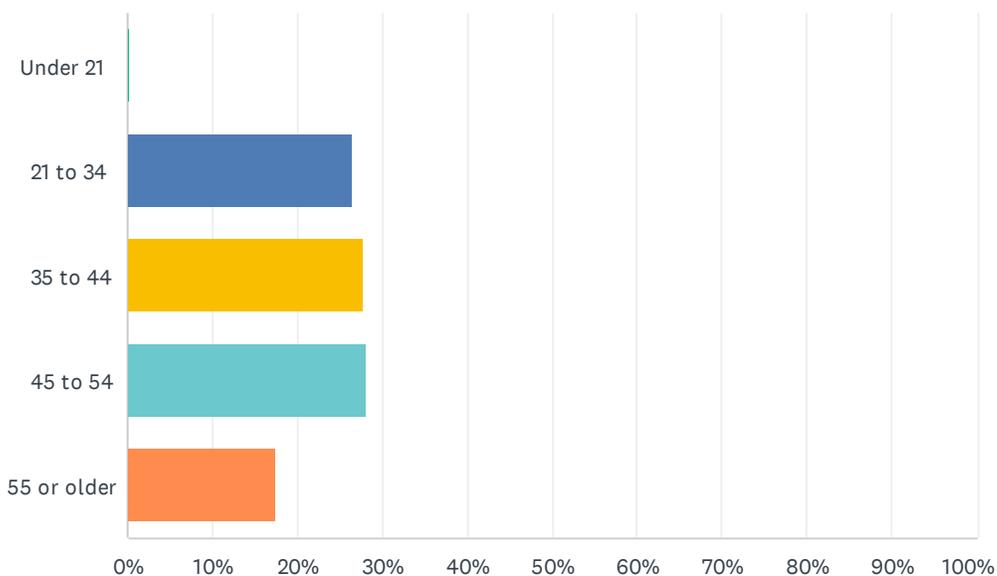
Answered: 616 Skipped: 19



ANSWER CHOICES	RESPONSES	
Less than a year	9.25%	57
One year to less than two years	3.08%	19
Two years to less than five years	15.26%	94
Five years to less than 10 years	21.27%	131
Ten years or more	51.14%	315
TOTAL		616

Q16 What is your age?

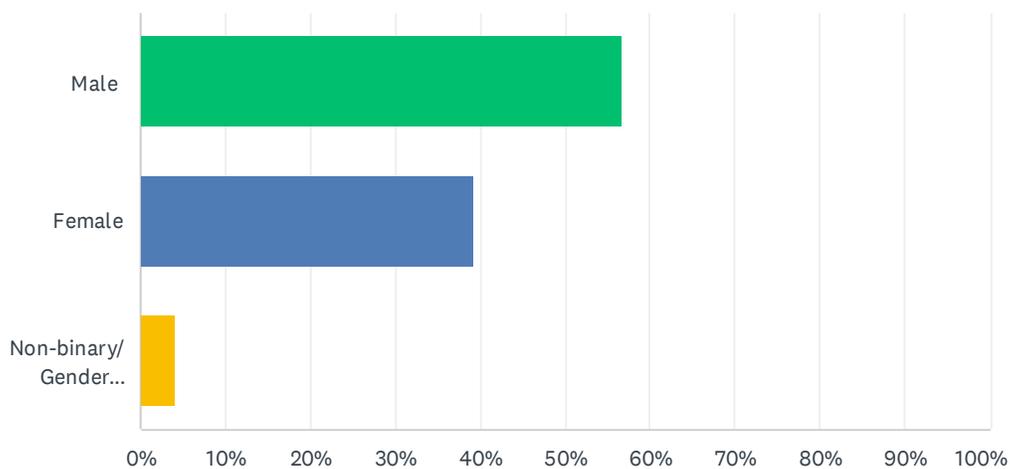
Answered: 603 Skipped: 32



ANSWER CHOICES	RESPONSES	
Under 21	0.17%	1
21 to 34	26.53%	160
35 to 44	27.69%	167
45 to 54	28.19%	170
55 or older	17.41%	105
TOTAL		603

Q17 What is your gender?

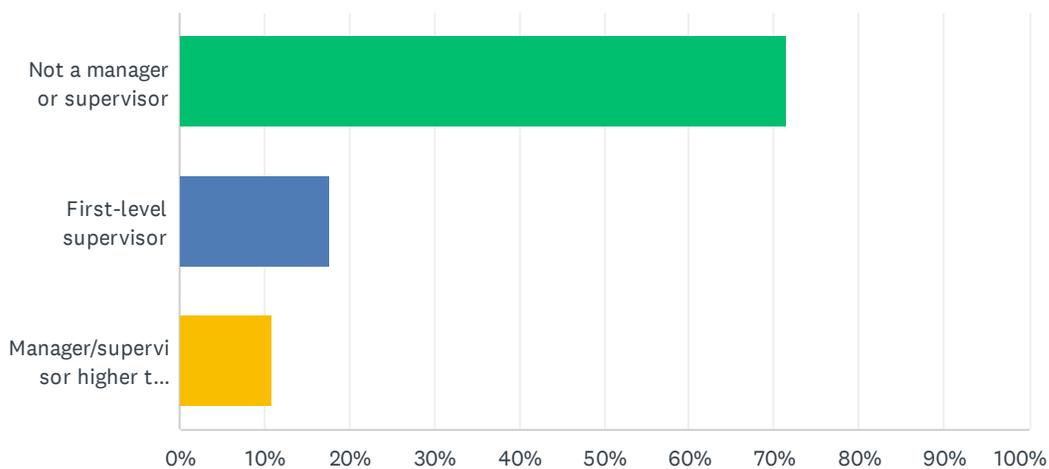
Answered: 603 Skipped: 32



ANSWER CHOICES	RESPONSES	
Male	56.72%	342
Female	39.14%	236
Non-binary/ Gender non-conforming	4.15%	25
TOTAL		603

Q18 Which one of the following best describes your role in the agency?

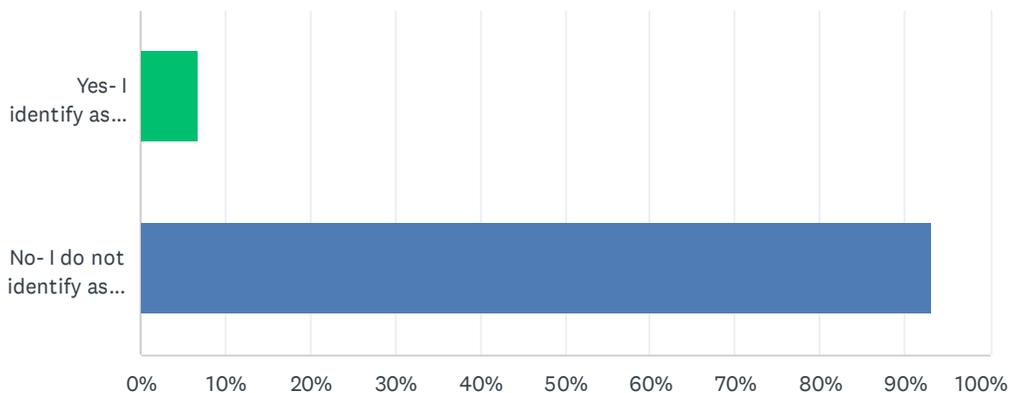
Answered: 605 Skipped: 30



ANSWER CHOICES	RESPONSES	
Not a manager or supervisor	71.40%	432
First-level supervisor	17.69%	107
Manager/supervisor higher than first level (including senior management positions)	10.91%	66
TOTAL		605

Q19 Do you identify as LGBTQ?

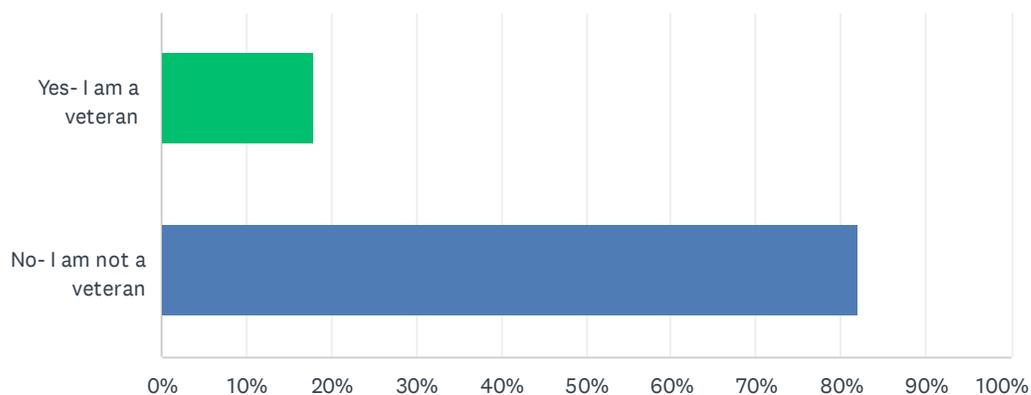
Answered: 603 Skipped: 32



ANSWER CHOICES	RESPONSES	
Yes- I identify as LGBTQ	6.80%	41
No- I do not identify as LGBTQ	93.20%	562
TOTAL		603

Q20 Are you a veteran?

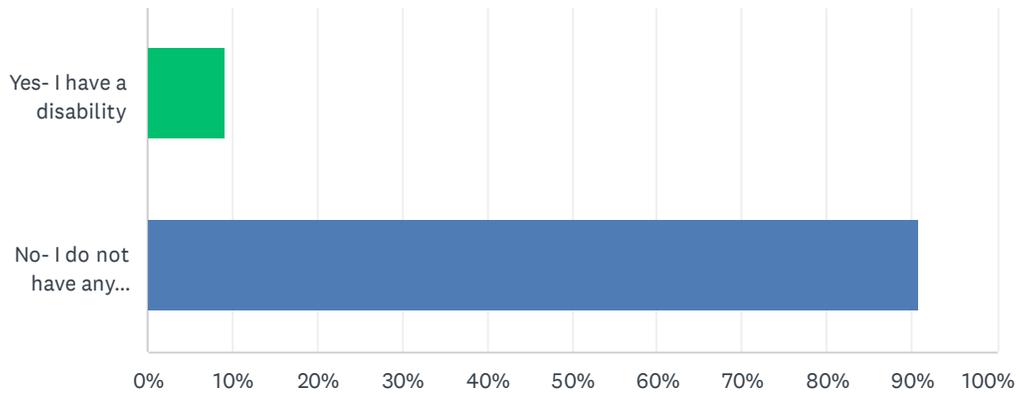
Answered: 605 Skipped: 30



ANSWER CHOICES	RESPONSES	
Yes- I am a veteran	17.85%	108
No- I am not a veteran	82.15%	497
TOTAL		605

Q21 Do you have a disability?

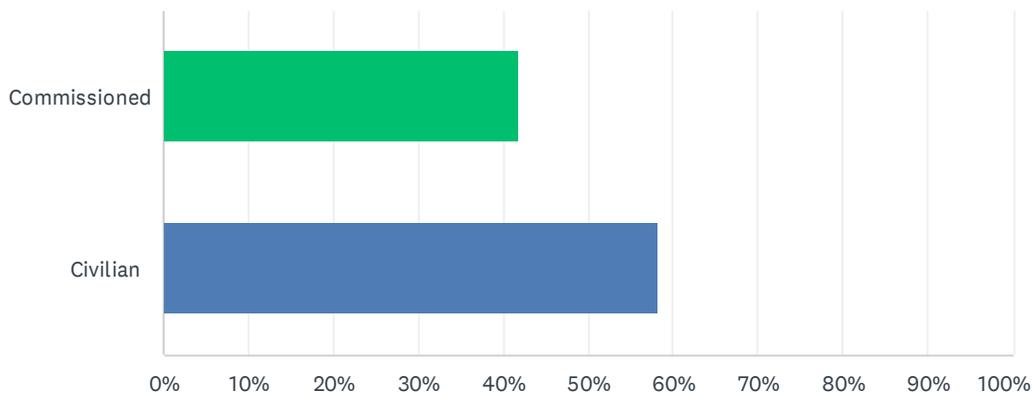
Answered: 604 Skipped: 31



ANSWER CHOICES	RESPONSES	
Yes- I have a disability	9.11%	55
No- I do not have any disability	90.89%	549
TOTAL		604

Q22 Pick one of the following choices:

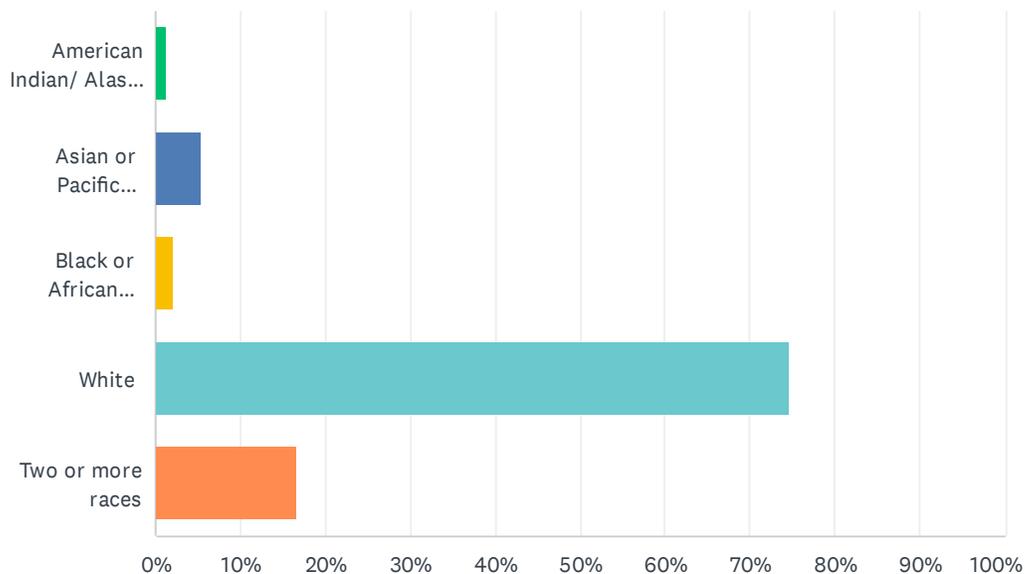
Answered: 606 Skipped: 29



ANSWER CHOICES	RESPONSES	
Commissioned	41.75%	253
Civilian	58.25%	353
TOTAL		606

Q23 Pick your race:

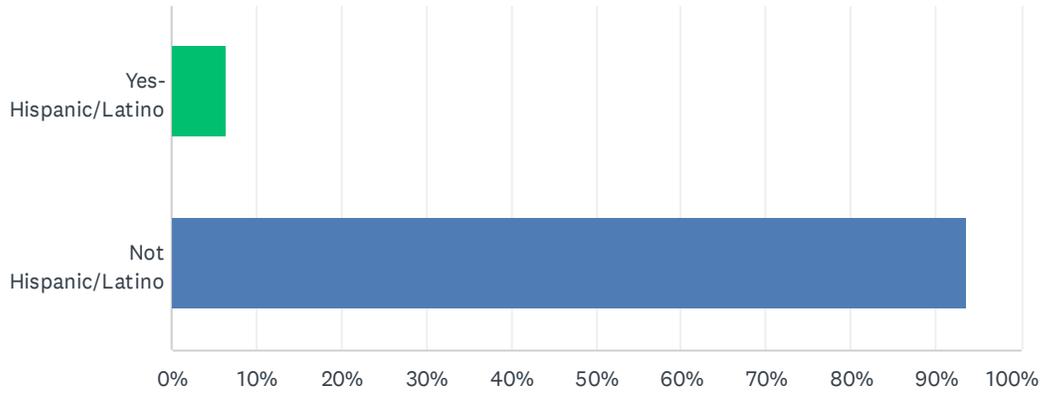
Answered: 584 Skipped: 51



ANSWER CHOICES	RESPONSES	
American Indian/ Alaskan Native	1.37%	8
Asian or Pacific Islander	5.31%	31
Black or African American	2.05%	12
White	74.66%	436
Two or more races	16.61%	97
TOTAL		584

Q24 Are you Hispanic?

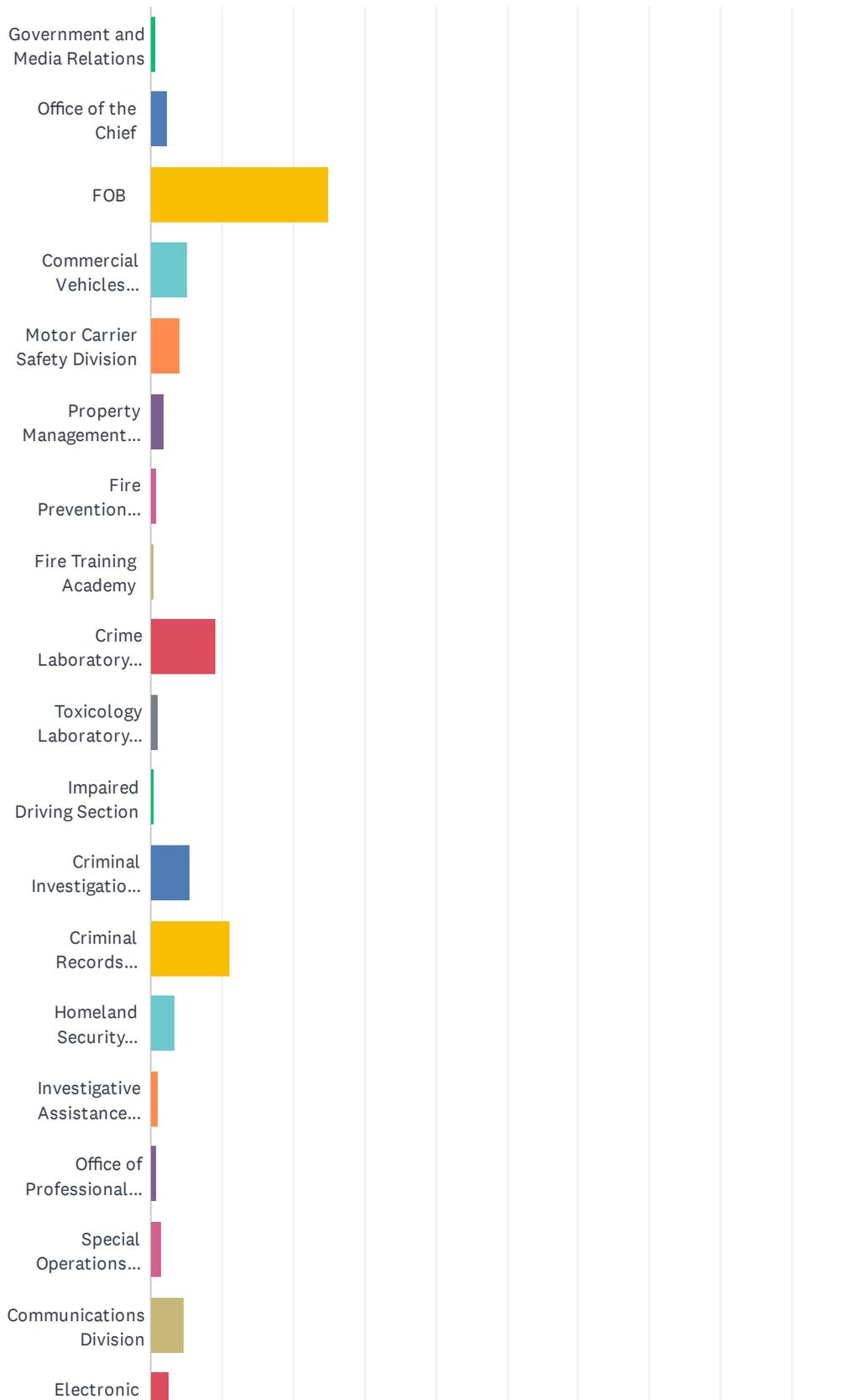
Answered: 587 Skipped: 48



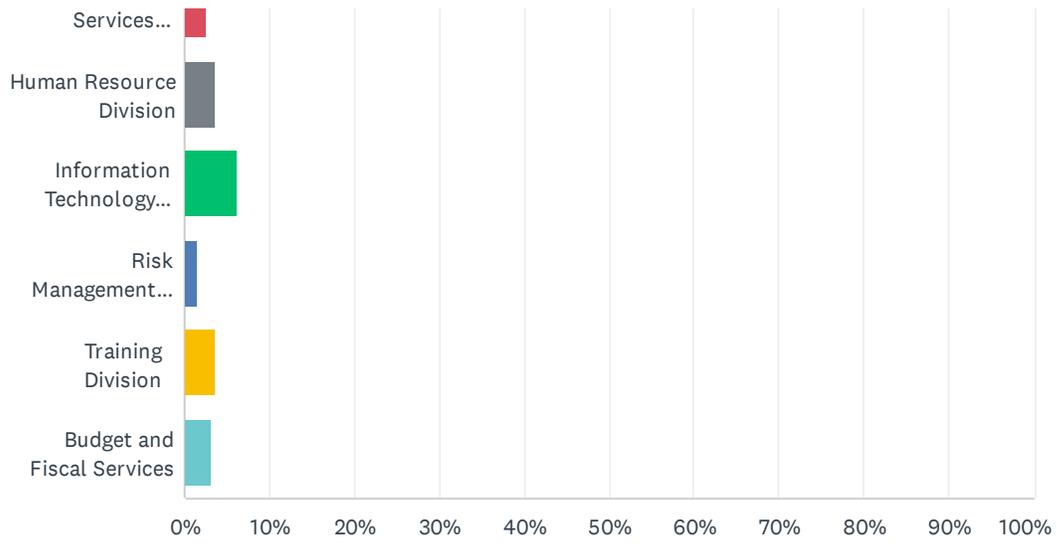
ANSWER CHOICES	RESPONSES
Yes- Hispanic/Latino	6.30% 37
Not Hispanic/Latino	93.70% 550
TOTAL	587

Q25 Pick your division:

Answered: 564 Skipped: 71



DEI Pulse Survey 2022



DEI Pulse Survey 2022

ANSWER CHOICES	RESPONSES	
Government and Media Relations	0.71%	4
Office of the Chief	2.30%	13
FOB	25.00%	141
Commercial Vehicles Division	5.14%	29
Motor Carrier Safety Division	4.08%	23
Property Management Division	1.95%	11
Fire Prevention Division	0.89%	5
Fire Training Academy	0.35%	2
Crime Laboratory Division	9.22%	52
Toxicology Laboratory Division	1.06%	6
Impaired Driving Section	0.53%	3
Criminal Investigation Division	5.50%	31
Criminal Records Division	10.99%	62
Homeland Security Division	3.37%	19
Investigative Assistance Division	1.06%	6
Office of Professional Standards	0.89%	5
Special Operations Division	1.60%	9
Communications Division	4.79%	27
Electronic Services Division	2.48%	14
Human Resource Division	3.72%	21
Information Technology Division	6.21%	35
Risk Management Division	1.42%	8
Training Division	3.55%	20
Budget and Fiscal Services	3.19%	18
TOTAL		564